

FY 2002 COMPREHENSIVE PERFORMANCE BASED INCENTIVE

SECTION 1 GENERAL INFORMATION

| | |
|-------------------------------|--|
| Performance Incentive Number: | PBI-17 |
| Program Based Summary Number: | N/A |
| Performance Short Title: | Comprehensive Performance |
| Revision Number & Date: | May 23, 2002 |
| Maximum Available Fee: | \$5800K (Annual Fee) |
| Performance Incentive Type: | <input checked="" type="checkbox"/> Base <input type="checkbox"/> Stretch <input type="checkbox"/> Superstretch |
| Duration: | <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Multi-year |
| Fee Payment Type: | <input checked="" type="checkbox"/> Award <input type="checkbox"/> Progress <input type="checkbox"/> Provisional |
| DOE Technical Monitor: | Paul Keele |
| BBWI Technical Monitor: | Richard Nugent, Paul Kearns, Paul Rosenkoetter |

(check appropriate box)

SECTION 2 PERFORMANCE OUTCOMES

Check Appropriate Box:

- ☐ Outcome #1 Deliver science-based, engineered solutions.
☐ Outcome #2 Complete environmental cleanup responsibly.
☒ Outcome #3 Provide leadership and support to optimize investments.
☐ Outcome #4 Enhance scientific and technical talent, facilities, and equipment.

SECTION 3 PERFORMANCE MEASURES AND EXPECTATION (S)

List associated performance measures and performance expectations for FY02. Identify associated PBS # for each performance measures as appropriate.

Performance Objective: Fulfill the contract terms and conditions while effectively executing programs and functions according to plans, baselines and schedules. Achieve commitments and agreements while continuing to seek greater efficiencies and economies of operations and scale. Perform work in a safe and environmentally responsible manner. Define and expand Laboratory mission and workforce capabilities. Maintain efficient business management systems and optimize operations. Provide effective stakeholder, community and external relations and inform DOE-ID of problems, decisions and plans in a timely manner.

Performance Measure 1: Perform work safely, within compliance and with an approved technical operations basis, which includes administrative management systems, ESH&QA, Conduct of Operations, Conduct of Maintenance, etc. as required by the contract. Management attention should be directed towards optimizing ISMS, improving conformance to work processes, and minimizing the impacts to worker safety resulting from laboratory restructuring activities and effectively preventing recurrence of problems.

Performance indicators include, those listed below. Additional indicators may be included as mutually agreed by BBWI and DOE-ID and documented via the change control process.

- Demonstrate, as stated below, improvement in performance in the following performance measures: TRCR, Radiation Protection Index, Safety Basis Violations, and the Environmental Compliance Violations Index.

| Index | FY02 Target |
|---|-------------|
| TRCR | ≤2.37 |
| RPI | ≤0.9 |
| Environmental Compliance Violations Index | ≤0.08 |

FY 2002 COMPREHENSIVE PERFORMANCE BASED INCENTIVE

Reduction, from FY01, in the number of Safety Basis Violations.

- Perform 5 FEBs, to include comprehensive coverage of all INEEL operations and laboratories, incorporate safety system functional inspections; and provide a site-wide summary analysis of results by 9/30/02.
- Maintain VPP Star status during FY 2002 as indicated by all VPP Units maintaining a ≥ 80 score in all tenet areas of the annual VPP assessment. Incorporate the results of the VPP review into the ISM Annual Update Process.
- Reduce the physical size of radioactively contaminated areas by a target amount of 5,000 square feet.
- During FY02 disclose all self identified environmental noncompliances in consultation with DOE-ID, and as appropriate to State and EPA regulations.
- Implement PLN 489 (SAR/TSR) by 9/30/2002.
- Effective implementation of the response to Judgment of Need 3.21 as stated in the INEEL CO2 Accident Corrective Action Implementation Plan.

Performance Measure 2: Make advancements in producing original, creative scientific output that advances fundamental science and opens important new areas of inquiry; success in achieving sustained progress and impact on the field; and recognition from the scientific community, including awards, peer-reviewed publications, citations, and invited talks. Contributions made to the scientific and engineering knowledge base underpinning the technology program, and recognition from the technical community. Effective technical results are communicated to maximize the value of the research results and to gain appropriate recognition for DOE and the Laboratory; effectiveness in developing, managing, and transferring to industry intellectual property and technical know-how associated with research discoveries.

Examples of performance indicators will include:

- Improvement in selected scientific excellence and eminence indicators.
- Develop understanding of advanced computational science as applied to DOE missions and support the DOE advanced scientific computing initiative.
- Identify and protect laboratory intellectual property and optimize invention disclosures and patenting activities.
- Exploit INEEL developed technologies to ensure that research results are being utilized outside the laboratory through deployments, licensing, and tech assistance.
- Support programmatic efforts to establish collaborative research partnerships with industry and other agencies domestic and international, to leverage resources, gain expertise, and better accomplish INEEL Institutional Plan objectives through CRADAS, WFO and other research agreements.

Performance Measure 3: Support DOE Energy Efficiency, Renewable Energy and Fossil Energy Programs.

Examples of performance indicators will include:

- Validate the viability of the "whole crop utilization" concept and continue to develop the multi-component harvester concept.
- Support the development of low cost, high power energy storage and conversion devices for hybrid vehicles within the heavy vehicles technology program and the advanced hybrid vehicle program.
- Expand the use and efficiency of fossil energy through the development of technologies by creating support for the Clean Energy Facility (focused on coal) and increasing natural gas liquefaction technology.
- Demonstrate leadership as the Geoscience Lead Lab in the DOE Geothermal Program and increase geosciences

FY 2002 COMPREHENSIVE PERFORMANCE BASED INCENTIVE

R&D work at the INEEL.

Performance Measure 4: Develop and sustain leadership excellence that contributes to the success of the INEEL's missions. Defining and institutionalizing a long-term vision, communicating and integrating this vision with operations, aligning assets and resources to efficiently execute these missions, and maintaining effective stakeholder relations will be measured. Develop and execute an integrated plan that reassesses negotiates and implements clean-up strategies, that completes high priority activities by 2012 and identifies initiatives that will significantly reduce EM risk and life-cycle baselines. The plan should consider changing regulations and policies, technologies project status and progress and risk management.

Examples of performance indicators include, but are not limited to"

- Demonstrate innovation in revised clean-up strategies that accelerate end dates and reduce life-cycle costs.
- The FY 2003-2007 Institutional Plan will reflect support for the DOE's priorities and continuity in the INEEL's strategic direction, demonstrated through feedback from the Institutional Plan onsite review.
- Demonstrate execution of the Integrated Business Decision Process ensuring a common set of tactics/decisions is applied consistently in planning and executing work.
- Develop and propose, a new Business Model that recognizes current business environment/trends and challenges the INEEL's historical operating/business basis.
- Demonstrate management actions/decisions that ensures optimum long-term utilization and stewardship of INEEL assets.
- Demonstrate by behavior and action the use of integrated project team concepts which successfully contribute to all work at the INEEL.

Performance Measure 5: The diversity, size, and complexity of INEEL operations, combined with anticipated/expected changes to INEEL missions, requires long-term planning, alignment, and integration of all aspects of human resource management (compensation, benefits, hiring/termination practices, labor relations, diversity, etc.). This objective will measure the effectiveness of BBWI to optimally structure and utilize the INEEL workforce.

Examples of performance indicators include, but are not limited to:

- Complete the current BBWI workforce restructuring effort.
- Develop a multi-year Human Resource Management Plan and accomplish the specific deliverables of the Plan.
- Submit a final proposal for implementing a Cash Balance Pension Program.
- Develop innovative human resource management techniques/approaches.

Performance Measure 6: The INEEL must provide cost-effective operations and services and execute a cost management approach that recognizes financial demands exceed the availability of funds. Maximizing current operating results, while ensuring that longer-term missions and objectives remain achievable, will require challenging and difficult cost analysis, decisions, and tradeoffs resulting in improved indirect cost effectiveness. Without developing and implementing such an approach, successfully completing INEEL missions will face increasing risk as a result of financial considerations.

Examples of performance indicators include, but are not limited to:

- Indirect costs to total costs will be held no greater in FY02 than the same ratio in FY01.
- Complete and implement the FY01 initiated Cost Efficiency Effectiveness/Restructuring Program.

FY 2002 COMPREHENSIVE PERFORMANCE BASED INCENTIVE

- Develop innovative business practices, which result in long-term structural cost efficiencies.

SECTION 4 FEE SCHEDULE

Identify fee payment schedule for the PBI and the type of payments to be made (e.g., provisional, progress, final) and the basis of the payment (e.g., per canister completed, per assembly, earned value, etc.)

The contractor may earn 100% of fee based on accomplishment of these Performance Measures. Accomplishment will be determined by management evaluation of the listed indicators and other related performance considerations. Monthly (or as mutually agreed) communications and reporting will be the primary method to status performance.

SECTION 5 PERFORMANCE REQUIREMENTS

PREVIOUS YEAR'S GATEWAY: (Describe previous year's gateway (if applicable) that must be completed before fee can be paid under this performance measure. The requirements listed below are the gateway only requirements for this Performance Measure.)

None

GENERAL REQUIREMENTS: (Describe other performance required beyond those stated in measure or expectation such as cost constraints or requirements contained in the approved project plan.) None

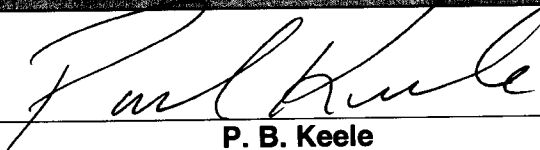
DEFINE COMPLETION: (Specify performance elements and describe indicators of success [quality/progress]. Include baseline documentation/data against which completion documentation should be compared.) (Stretch goals must be documented by Baseline Change Proposals including documented and verified baselines which are approved by the CO.)

See Section 3 for performance objective and measures. Performance evaluation of the PBI will be determined by overall DOE-ID senior management evaluation on a quarterly basis and final fee determination by the Fee Determining Official on a semi-annual basis. Contractor may submit a self-assessment for this incentive on a quarterly basis.

COMPLETE DOCUMENTS LIST: (List document(s) that should be submitted, data that should be available, actions to be taken by evaluator to determine actual performance to the requirements stated above.) None

ASSUMPTIONS/TECHNICAL BOUNDARY CONDITIONS AND REMEDY STATED: (List foreseeable impacts to performance, which are not covered under the Contract. If the assumption or condition proves false the remedy shall be in effect. If remedy is not possible the next step is renegotiation.) None


SECTION 6 SIGNATURES



P. B. Keele

Contracting Officer Representative
Deputy Assistant Manager
Chief Financial & Administrative Office

5/23/02
Date



P. E. Rosenkoetter
Vice President

Management Systems Restructuring

5/23/02
Date